



COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES

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MICHAEL J. HENRY
DIRECTOR OF PERSONNEL

August 4, 2006

To: Each Supervisor

From: Michael J. Henry
Director of Personnel

Subject: **HUMAN RESOURCES STATUS REPORT ON KING/DREW MEDICAL CENTER (KDMC)**

This status report reflects information as of August 3, 2006. Please keep in mind that this information changes daily; therefore, the information in this report is a snapshot in time.

DISCIPLINE

Overall, since January 2004, 472 disciplinary actions have been taken against KDMC employees. Of this number, 240 actions have been discharges or resignations. A total of 57 disciplinary actions have been taken against physicians and 40 physicians have been discharged or have resigned.

Since our last report, two cases have been closed and five additional cases have been opened. As a result, KDMC's open caseload is currently 47 (detailed summary information is contained in Attachments I and II).

None of the new cases involve physicians or nurses.

RECRUITMENTS

Five new nursing employees are scheduled to start on Monday, August 7, 2006. Two Relief Registered Nurses are scheduled to start in the Department of Psychiatry and one Staff Nurse, one Senior Student Worker, Nursing and one Nursing Attendant I are scheduled to start in the Medical/Surgical Department.

Each Supervisor
August 4, 2006
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If you have any questions, please call me.

MJH:STS
SBH:amb

Attachments

c: David E. Janssen
Bruce Chernof, M.D.
Ray Fortner
Sachi Hamai
John R. Cochran III
Antionette Smith Epps

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**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT - TABLE**

Period: 01/26/04 - 08/03/06

Dated: 8/3/2006

Closed Cases -	884
Open Cases -	47
Referred Cases -	13
Grand Total =	944

TYPE OF ADMINISTRATIVE ACTION	Medical Staff ¹	Ancillary ² Medical Staff	Nursing Staff ³	Pharmacy Staff	All Other Staff	TOTALS
<u>Formal discipline:</u>						
Discharges	10	4	31	0	32	77
Discharges of Probationers	0	6	8	1	11	26
Suspensions (6 - 30 Days)	4	12	48	5	36	105
Suspensions (1 - 5 Days)	11	9	22	2	22	66
Reprimands	7	2	24	2	14	49
Warnings	1	2	1	3	5	12
Resignations in Lieu of Administrative Action	20	9	31	6	11	77
Release of Temporary Employee	14	1	36	0	8	59
Medical Release	0	0	0	0	1	1
Subtotal	67	45	201	19	140	472

TYPE OF ADMINISTRATIVE ACTION	Medical Staff ¹	Ancillary ² Medical Staff	Nursing Staff ³	Pharmacy Staff	All Other Staff	TOTALS
Non-Disciplinary ⁴ Corrective Actions	23	10	41	43	32	149
Total Actions Taken	90	55	242	62	172	621

¹ Includes: Physician series; Physician's Assistant; and Nurse Practitioners

² Includes: Surgical Technicians; Medical Technologists; etc.

³ Includes: Nurse series; Licensed Vocational Nurse; Nursing Attendant

⁴ Includes: Counseling; Effective Notices to Correct Performance; Reassignments; etc.

**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT - MEDICAL STAFF**

Period: 01/26/04 - 08/03/06

Dated: 8/3/2006

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
<u>Formal discipline:</u>				
Discharges	8	2	0	10
Discharges of Probationers	0	0	0	0
Suspensions (6 - 30 Days)	3	1	0	4
Suspensions (1 - 5 Days)	8	3	0	11
Reprimands	5	2	0	7
Warnings	1	0	0	1
Resignations in Lieu of Administrative Action	18	1	1	20
Release of Temporary Employee	14	0	0	14
Medical Release	0	0	0	0
Subtotal	57	9	1	67

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
Non-Disciplinary Corrective Actions	21	1	1	23
Total Actions Taken	78	10	2	90